



Microsoft

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

Microsoft

Signed:

Name: Rt Hon Mark Lancaster TD MP

Position: Minister of Defence for the Armed Forces

Date: 6 June 2018

Signed:

Name: Cindy Rose

Position: Chief Executive Officer, Microsoft UK

Date: 6 June 2018



The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom

Her Majesty's Government

– and –

All those who serve or have served in the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

Section 1: Principles Of The Armed Forces Covenant

1.1 We Microsoft will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 Microsoft recognises the value serving personnel, Reservists and military families bring to our business. We will uphold the principles of the Armed Forces Covenant by:

- promoting the fact that we are an armed forces friendly organisation by advertising this on our website, internally and attending partner events
- supporting veterans young and old by offering free training to help upskill them for a career in technology through our Digital Skills Programme
- supporting employment of veterans, spouses & Reservists by educating our hiring managers on the benefits of employing veterans, spouses and Reservists
- working with The Career Transition Partnership on an ongoing basis to give them insight into the skills we require for an advancing technology business
- considering all requests for flexibility from Microsoft employees that are service spouses before, during and after the deployment of their partner
- encouraging Military spouses to apply for roles at Microsoft by offering flexible working where possible
- supporting Reservists' active service by providing ten days paid leave so they can undertake annual mandatory training, they may undertake additional leave on a discretionary basis
- aiming to support Armed Forces Day to show our commitment and solidarity to the armed forces

- supporting armed forces charitable organisations by matching funds collected on their behalf by employees and collecting on an annual basis for Royal British Legion Poppy Day
- encouraging our partners to work with us towards advancing all of these goals across UK businesses
- offering 10% discount to military personnel on Microsoft products

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.